



**PROJECT LABOR AGREEMENT
PROJECT WORK RULES
Fernald Environmental Management Project**

The following will aid the contractor in maintaining safe and desirable working conditions, are for general guidance to assure uniform and fair application of the Rules of Conduct. It is impossible to compile a complete summary of violations, but the list provides a basic pattern. Any actions will be based on the facts and circumstances of each specific case. The offenses are divided into three Categories, depending upon the relative seriousness of the infraction. Misconduct depending on the number of and/or the seriousness of the infraction may result in suspension of site access authorization.

CATEGORY A:

A Category "A" infraction is considered extremely serious misconduct.

1. Deliberate damage, sabotage, misuse, or theft to the property of the Company, the U.S. Government, another employee, a contractor, a vendor, or others.
2. Taking, diverting, receiving or possessing without authorization goods, materials, equipment or other property belonging to the Company, the U.S. Government, another employee, a contractor, a vendor, or others.
3. Fighting, assault, threatening, intimidating or other disorderly conduct which endangers the safety of persons, or puts equipment or other property at risk of being damaged.
4. Possessing, passing or using weapons, incendiary devices or explosives on Company property or conspiring or attempting to do same.
5. Criminal conduct on Company-owned or controlled property or criminal conduct off Company property which adversely impacts the workplace or the Company's image.
6. Indecent or obscene conduct, harassment of any kind (e.g. sexual, racial, etc.)
7. Willful hampering or interfering with work or production.
8. Insubordination, including failure to carry out definite instructions or assignments, including submitting to testing/sampling or reasonable search of person or property.
9. Falsification, omission of relevant data, or misrepresentation of records, reports, statements or other company information required by or concerning the Company or the customer. Submitting altered urine sample (including someone else's) for bioassay or substance abuse testing. Making false accusations of serious misconduct against the Company, another employee, a contractor, a vendor, or the customer.



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10. Gambling or conducting gambling activities.
11. Using, possessing, or passing intoxicants, narcotics, hallucinogens, depressants, stimulants, or other such drugs on Company property or conspiring or attempting to do the same. (Use of drugs prescribed by a legally licensed physician should be reported to the Medical Department or Company doctor to determine work restrictions, if any, required in the interest of safety).
12. Deliberate sleeping during working hours.
13. Conduct which has a serious detrimental effect on the safety or security of employees, the general public, the work site or proprietary information; including disregard of lockout/tagout regulations and procedures or conduct which causes unnecessary radiation exposure or radioactive contamination.
14. Engaging in illegal or unethical business practices, bribery, or creating, maintaining, and/or failing to disclose a conflict with the business interests of the Company or the U.S. Government.

CATEGORY B:

A Category B infraction is considered as a serious misconduct.

1. Negligently damaging, wasting, or abusing materials, products, tools, equipment, or other Company or government property.
2. Reporting to work under the influence of or testing positive for intoxicants, narcotics, hallucinogens, depressants, stimulants, or other such drugs. (Use of drugs prescribed by a legally licensed physician should be reported to the Medical Department or Company doctor to determine work restrictions, if any, in the interest of safety).
3. Unauthorized selling, soliciting, or canvassing.
4. Intentionally producing or concealing defective work.
5. Abusive or threatening language.
6. Playing pranks or "horseplay".
7. Willful violation of safety regulations and procedures, including failure to follow dosimetry procedures, the use of food and/or tobacco products in prohibited areas, or



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failure to wear/use designated safety equipment or apparel. Willful safety violations having very serious consequences may result in discharge.

8. Sleeping during working hours.
9. Reporting or badging in or out for another employee.
10. Failure to maintain adequate housekeeping.

CATEGORY C:

A Category C infraction is considered an offense which is not to be tolerated.

1. Leaving job or work area before end of shift or beginning of assigned meal period without permission or justifiable cause.
2. Absence from work area without permission or satisfactory reason.
3. Excessive or deliberate failure to provide dosimetry/bioassay information as required: not exchanging TLD; not submitting urine sample as required; not reporting radiopharmaceutical administration to supervisor/Medical; missing In Vivo (whole body) count appointment without satisfactory reason.
4. Loafing or loitering.
5. Failure to report promptly a personal work injury.
6. Posting unauthorized notices, defacing walls, or tampering with bulletin boards.
7. Improper operation or parking of personal vehicles on site property.